

# THE TURNTABLE

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## PRODUCTION REQUIRMENTS GROW

The past few months have produced a dramatic change in the company's operations and production. Changing to a total custom operation in June, many new accounts have been added plus the Mercury labels that we were previously manufacturing. Philips Recordings is now producing records for forty nine clients including Mercury, Atlantic, Bell,

London, Shelby Singleton, Chess, GRT, Janus, Elektra, Paramount, Colossus, and Record Club of America.

To meet the increased demands for production some additional equipment has already been installed with other equipment scheduled for installation during the balance of this year and during 1971. So far, two injection



*All records produced must meet rigid quality standards in this well-equipped testing area.*

molding machines have been added to 7 inch record production and eight compression presses have been added to 12 inch record production. Four 7 inch presses are scheduled for installation in 1971 and twelve automatic 12 inch presses will be installed marking the first use of automatic presses in our company.

A new matrix line is currently being installed with another line added in 1971. Another boiler is scheduled to be added this year and the dry blend system will be operational by year's end. Other equipment purchased and installation are being

planned in the company's effort to operate efficiently and meet increasing production requirements.

Employment has risen sharply necessitated by the operation of three shifts. From a work force of approximately 500 we now seem to have leveled off at slightly more than 700 employees.

Production projections for 1971 indicate that a higher level of records produced will be required than has thus far been achieved. New equipment, experienced employees and greater efficiencies will all be re-

### EXERPT FROM MR. SHAW'S LETTER TO EMPLOYEES

In our new role, the customer is our boss and because of that our plant is changing almost every day. We now have colored records, our warehouse stock must be on edge rather than flat some 7" records are on vinyl instead of styrene, acetates are 10" rather than 14", etc. These things are all demands placed on us by our customers. Our schedules are much faster in many cases - we must close down some departments at times in order to have people to have a big shipment (as we recently did to get out a Woodstock order); we must be able to get out good production over weekends to meet a Monday shipment or to react to late heavy orders on Friday; we must separate records by customer as they come off our production lines - these things also are demanded by our customers.

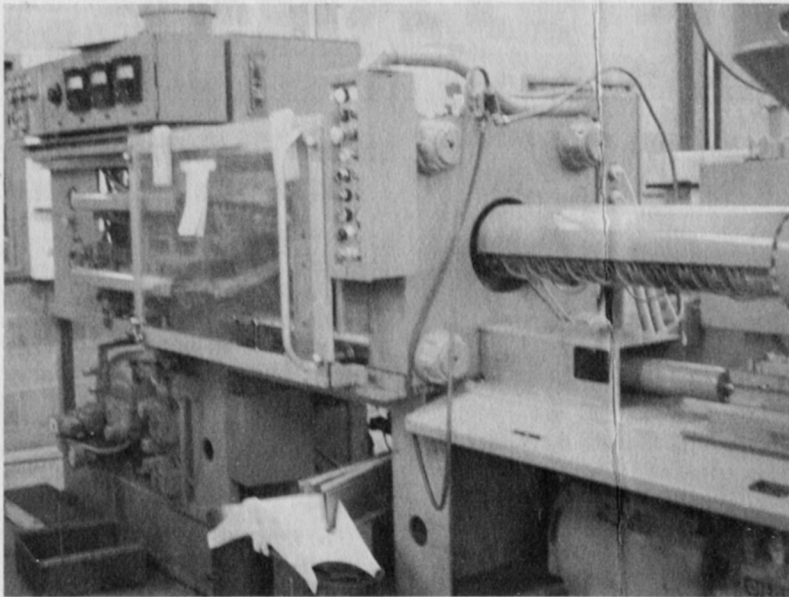
Almost everything that we do will be affected by our new customers. Changes must take place in each area. But remember that these same customers have given us the work that is keeping us so busy. If we don't do the job for them, they will take their business to another factory and ours will be out of business. So it's worth all of us doing our job to keep our customers satisfied.

### PLANT NOMINATED

Director of Manufacturing, Lloyd Shaw, has recently been notified that our plant has been nominated for "Plant of the Year" competition carried out by Modern Manufacturing Magazine. A photographer has already been in to take both interior and exterior pictures of the plant and pertinent data has been submitted for the competition.

This contest is conducted annually by Modern Manufacturing and over one thousand plants have been nominated for this year. This number will be reduced to a final fifty plants from which one will be selected as plant of the year. The results of the contest will probably not be known until the latter part of the year. Should Philips Recording place in the final fifty, a bulletin board announcement will be made.

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*One of two new seven inch injection molding machines manufactured by NATCO.*

quired to meet sales quotas established for next year.

Much progress has been made in converting to a total custom operation. Much remains to be done in meeting customer requirements and

solving the problems of production and service. There is every confidence that our goals will be met.



*Manufactured records in Shipping area waiting to be loaded onto trucks.*

Doctors tell us hating other people can cause ulcers, heart attacks, skin rashes, headaches, backaches and asthma. It doesn't make the people you hate feel too good, either.

—N.Y.C. Commission on Human Rights

## GOT A GOOD IDEA? TURN IT IN!

There is now a way you can submit your ideas. A Suggestion Form has been developed for all hourly and salaried employees. Forms are available at the Security Office.

To enter your suggestion, follow the instructions provided on each form and deposit it in the drop box. Your ideas are unique! No one else knows your job quite as well as you and as a result of your constant exposure to it, you are in an excellent position to see problem areas and to suggest ways of improvement. Your suggestion and ideas could possibly make your job or someone else's easier and more efficient; however, good ideas are of no value unless they are conveyed to management and evaluated, found workable and put to use.

You may have an idea on improving quality, reducing down time, preventing waste, lowering material cost, improving forms, simplifying methods, or perhaps something never thought of before. If you do, turn it in and help get it underway.

Each employee submitting a suggestion will be contacted within 30 days and will be given a report of the investigation results. Good ideas and suggestions from all of us are essential in today's competitive Business. TURN YOURS IN TODAY!

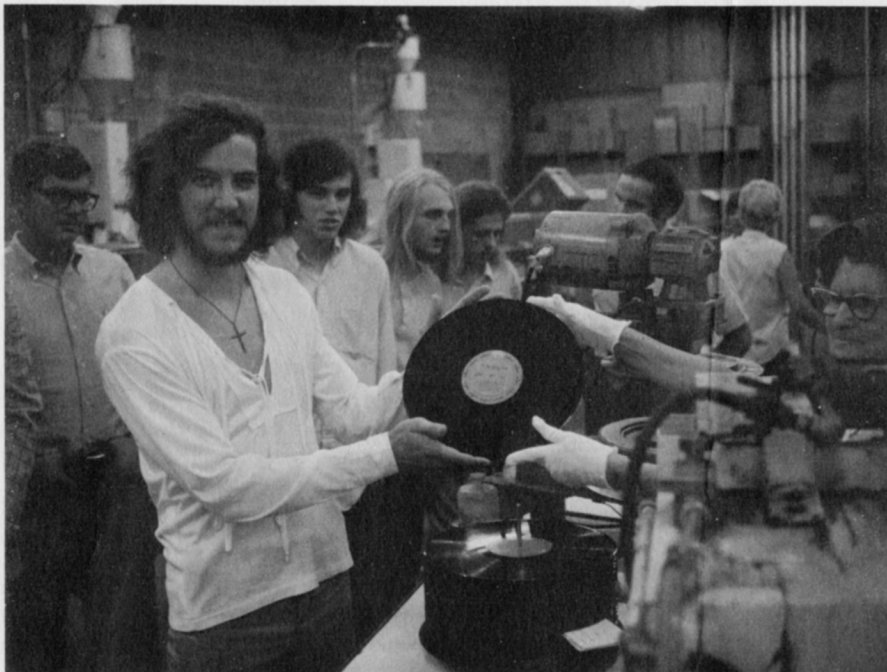
### Miss Take



• • •  
No society, no matter how affluent, can deliver more to its people than the people produce.  
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## J. D. BLACKFOOT GROUP VISITS PLANT



*Lola Preston shows J. D. Blackfoot one of his records that she has just pressed.*

A comparatively new group from Columbus, Ohio, having their first album pressed on Mercury label, visited our plant on July 17 and witnessed production of their album. J. D. Blackfoot, leader of the group, has written all the material pre-

sented on the album and has been a song writer for nine years. Other members with him were Jeff Whitlock, Lead Guitar, Daniel Waldron, Drums, Craig Fuller, Guitar, Sterling Smith, Organ, Phil Stokes, Bass.

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### I.B.E.W. Delegate Attends

#### Seattle, Washington Convention

Mr. William Smith, of our Matrix Department, represented Local #2043 at the National Convention in Seattle, Washington. This year's convention was held during the week of September 28 and was attended by 5,000 delegates and 2,000 guests from the 4th District. All delegates were subjected to six days of lectures and workshop sessions designed to keep local members abreast of new developments during the past year. Some of the feature speakers were Neil Armstrong, Governor Hern, and George Meaney.

Mrs. Smith accompanied Bill on the trip and according to him, enjoyed all the fun and excitement of seeing the sights while he worked. We don't think he really minded though, until all the delegates' wives were taken on a shopping excursion. We are sure Grace had a tremendous time even

though Bill hasn't really decided whether or not it was worth it. He says it isn't so bad to have been taken to the cleaners, but when the cabfare is four bucks for a two block ride, it makes you wonder. Besides that, Bill tells us cigarettes were fifty cents a pack and he gave serious thought of going back to rolling his own.

This was a very enlightening and exciting trip for Bill, especially since it was his first flight by jet. He informed us that head winds caused some delay on the flight out; took all of four hours and forty minutes. We understand the stewardesses resembled the Boeing 707; sleek, smooth, comfortable, and FAST.

We are pleased that the trip was a safe one and we're glad to have him back in our midst; not broke, but badly bent.

## SAFETY IS EVERYBODY'S BUSINESS

In the past few months we have hired several hundred new employees, most of whom are performing unfamiliar jobs. This raises the odds for all our employees on being involved in a lost-time accident. Personal injuries create a hardship for the employee involved, co-workers, and the company.

We would like to offer some suggestions for minimizing these injuries. They are as follows:

1. When operating unfamiliar equipment, be sure to get proper instructions from your supervisor or competent co-worker before attempting to operate.
2. Use common courtesy and common sense in all work related activities.
3. Be willing to assist those employees who are engaged in unsafe work habits.
4. Report all safety hazards to your supervisor.
5. Taking time to do the job safely is your best insurance against accidents.
6. When in doubt, check your supervisor before proceeding.
7. Innocent horseplay leads to serious disaster.

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### CHARLES TURNER

Employees of Philips Recording Company were saddened to learn that Charles "Chuck" Turner had passed away August 25 following a long illness. Chuck was a very popular foreman in the Distribution Department and had been an employee since June 14, 1965.

Besides holding several supervisory positions with the company, Chuck had been very active with the Credit Union and was President at the time of his death.

Born October 22, 1927, Chuck is survived by his wife, Freda, and three children. His warm personality and helpfulness to other employees will be long remembered by all employees at Philips Recording Company.

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Courtesy and kindness are the elements of civilization.

## SHE KNITS



On most breaks and lunch periods you will find Berta Walters doing what the picture depicts - knitting. Berta carries her knitting with her at all times and during any non-working period will be busily engaged in her latest project of knitting baby boots, scarves, hats, etc.

A Shipper on the first shift in the Shipping Department, Berta has been employed for four years. Born in Schlotheim, Germany, which is now part of the Russian sector, she came to the United States in 1953. She is presently living at R. R. 2, Cambridge City, Indiana. She is the mother of two boys age 22 and 15.

Berta's knitting products are always very much in demand as other employees keep her busy with requests for almost anything that can be knitted; however, the most popular seems to be baby boots, which require two and a half to three hours to knit. Berta says knitting relaxes her and uses up her nervous energy. She recommends it to other employees as a great way to occupy leisure time.

## HELP!

Our cafeteria is being used near it's full capacity during the lunch periods. Many times there are other employees seated at a table that you and I just occupied. This means there is no time for anyone to remove that which we have left behind.

Since we all enjoy eating in a clean and comfortable cafeteria, we should be sure to leave our table as clean as possible.

## WHO AM I ? ? ? ?

I criticize my fellow workers for not doing things my way.

I condemn my boss for his apparent lack of interest in my job.

I work hard but sometimes wonder if anybody really cares.

I look for a challenge in my work and a chance to improve myself.

I am human and make mistakes although I try my best.

I seldom feel my efforts are appreciated or my intentions understood.

I enjoy taking pride in my work and feeling the sense of accomplishment.

I don't always understand the reason for rules and policies that seemingly limit my efforts.

I like to keep busy and feel productive.

I find it difficult at times to earn enough money to meet my commitments.

I want to be recognized for a job well done.

I sometimes fail to do my best for fear it will become expected.

I have ambitions, desires and emotions; I am not a piece of equipment, a building or a property - - - - Then Who Am I?

I am the WORKER, THE SUPERVISOR and the MANAGER.

I AM THE COMPANY!

## Need Help . . .

Suppose you're in an automobile accident. Or your father has a stroke. Or a relative has to be rushed to the hospital. When you see the police wagon coming, you know help is on the way. Whether it's to help a crash victim, stop a burglar, deliver a baby, or to direct traffic.

So when you need help, call a friend. *Call a cop.*

## Merc Promotes Mystic Moods

CHICAGO—Mercury Record Corp. has designated October as Mystic Moods month in honor of the Philips Record group. To coincide, the group's new LP will be released shortly. The program will include the entire Mystic Moods catalog, backed with advertising and merchandising campaigns.



## Safety

### Rings can be safer

Jewelry and safety are not always compatible. Wearing rings on the job has cost many an industrial worker a finger. Watches with metal bands have been known to cause burns and sparks on battery terminals that have ignited gasoline vapors. Synchroscope, Detroit Edison Co.'s magazine, warns employees in a recent issue against metallic jewelry, loose clothing, and long neckties that can get ensnared by moving machinery.

Even around home, on do-it-yourself projects, jewelry may cause accidents, the article warns. Yet, the author acknowledges some people, because of sentiment, just plain refuse to remove their rings. For them, these 3 steps are recommended:

\*Check the ring's fit. Many are too tight. If yours is, have it enlarged by a jeweler so it will slip on and off easily.

\*Have notches cut about halfway through the ring's thickness at the 2:30 and 9:30 o'clock positions on the ring's inside diameter.

\*Have a slot made clear through the ring's thickness at the 6:30 o'clock position. The slot should begin at right angles from the inside diameter of the ring, go 1/3 of the way through the ring's thickness, then make a 45-degree turn and continue through the ring. Finishing the slot on an angle makes it harder to detect when the ring is being worn. If the metal of the ring is very thin, there's no need to cut through the full thickness.

If the ring is caught, the slot will stretch to open the ring and release the wearer's finger before it is crushed.

## THINK ABOUT THIS

Is the theft of a record or tape worth the risk of losing your job when they can be purchased in the Record Store at a very low price?